



Community. Collaboration. Careers.



Since June 29, 2011, MSEP partners have hired more than **62,000 spouses** and listed more than **two million jobs** on the MSEP Career Portal.

Our Community

Business

The Military Spouse Employment Partnership partners are a committed group of business leaders who build companies, influence markets and support the heart of the nation — the military community. United, they have the ability to set a course, build support and accomplish strategic goals with global implications. More than 240 corporate leaders are united in their commitment to recruit, hire, promote and retain military spouses.

Employment

According to the president's 2013 Economic Report and the Bureau of Labor Statistics, economic indicators show the United States is steadily recovering from the 2008-2009 recession. Even though we are climbing out of our recession lows, businesses still face labor shortfalls with May 2014 recording one of the smallest labor forces in 35 years¹. Labor pools are shrinking, in part, due to an aging

population and a retiring baby boomer workforce. With these economic pressures, talent mining, management and retention are more essential than ever.

More than two million men and women serve in the United States Armed Forces, approximately half of whom are married². Military spouses are a tremendous source of talent who can fill the need for an exceptional workforce in any environment.

Talent

The MSEP partners need successful strategies to access talent to meet their manpower challenges and remain competitive. By signing the Statement of Support, your company committed to provide hard-working military spouses with equitable, long-term opportunities and provide careers that can move with them. In return, MSEP provides you the opportunity to develop relationships with more than one million military spouses — all of whom have 21st century skills.

¹"Labor Force Statistics from the Current Population Survey," BLS.gov <http://data.bls.gov/timeseries/LNS12300000> (accessed July 2, 2014).

²Karen Parrish, "Pentagon Review Reveals Best, Worst Case, Hagel Says," Defense.gov, <http://www.defense.gov/news/newsarticle.aspx?id=120559> (accessed September 20, 2013).

Military Spouses' 21st Century Skills

- ✓ Adaptable
- ✓ Educated
- ✓ Experienced
- ✓ Flexible
- ✓ Loyal
- ✓ Motivated
- ✓ Resilient
- ✓ Team focused
- ✓ Tech savvy



“I love the responsibility and duties of my position as well as knowing that I am a part of creating a high-quality product for consumers to enjoy.”

Army spouse working for an MSEP partner

“The (MSEP) partnership not only supplies our company with a great pool of talent for our open positions and an easy way to advertise positions, it also provides excellent support staff to ensure a high level of visibility to military spouses. Safeway’s commitment to hiring military spouses is the right thing to do to support the country and communities we serve.”

Megan Vincent, director of HR Strategy and Retail Talent Acquisition for Safeway

“The value of the Military Spouse Employment Partnership cannot be overstated!

The partnership puts military spouses front and center by sharing the talents and strengths of military spouses with corporations and organizations that could have easily overlooked this amazing talent pool. The MSEP believes in military spouses, and the hard work behind the scenes is a testament to this belief! Thousands of military spouses have found careers in their chosen field of study because of MSEP, and those numbers keep growing! Thank you, MSEP.”

Patricia Barron, director of Family Readiness for the Association of the United States Army



The Numbers

Population

91% of the more than one million military spouses are women³



Military families relocate
14 percent more frequently
than civilian families⁴



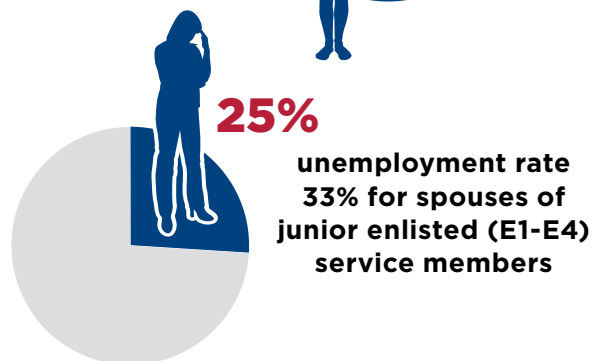
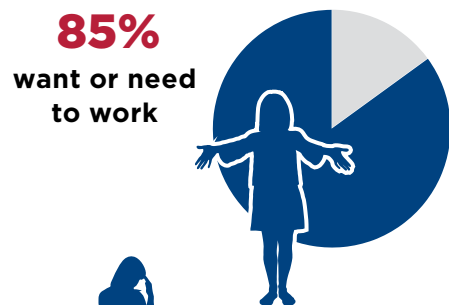
710,000
active-duty
spouses
— with an
average
age of
31.1 years⁵

³2012 Demographics, Profile of the Military Community, November 2013, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2012_Demographics_Report.pdf.

⁴The U.S. Census Bureau's Current Population Survey 2007–2009.

⁵2012 Demographics, Profile of the Military Community, November 2013, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/2012_Demographics_Report.pdf.

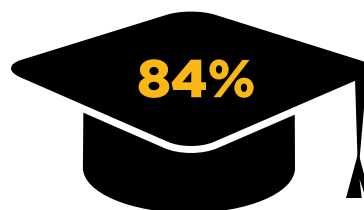
Employment



**One in four is unemployed
and actively seeking work⁶**

⁶Defense Manpower Data Center (2011), The 2010 Military Family Life Project Briefing (May 18, 2011), Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2013_Report_MilitaryFamilyReadinessPrograms.pdf.

Education



have some college



have a bachelor's degree



have an advanced degree⁷

⁷The 2010 Military Family Life Project Survey, Military OneSource.mil, https://www.google.com/url?sa=t&rcrt=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0C-B0QFjAA&url=https%3A%2F%2Fwww.dmdc.osd.mil%2Fappj%2Fdwp%2Fgetfile.do%3FfileN-m%3DMFLP_DMDCDays2012.ppt%26filePathN-m%3Dabout%26appId%3D567%26app_key_id%3D-fh94ne8932er&ei=9Ea0U9fzGcqYyASTjYG-4DA&usg=AFQjCNEdSPtAwt2_hWqYwx82hh-qvAP0hjw&sig2=dISLKNZasIjuZrqPLgYIgA&bv=70138588,d.aWw.

Earnings



**Military wives earn 25% less than
their civilian counterparts⁸**

⁸Kniskern, M. K., & Segal, D. R. (2010), Mean Wage Differences between Civilian and Military Wives, College Park, MD: Center for Research on Military Organization, University of Maryland, College Park, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2013_Report_MilitaryFamilyReadinessPrograms.pdf.

Community Foundation

Because of the impact of this partnership, MSEP is recognized worldwide by more than 240 MSEP partners, more than 325 military installations and other elite organizations, such as the White House Joining Forces initiative and U.S. Chamber of Commerce. World-renowned companies such as Wal-mart, Bank of America, Hilton Worldwide, and CVS Caremark are a part of our MSEP community. Putting the MSEP logo on your company website lets the world know that you have made a commitment to the Department of Defense to offer our military spouses the very best in first-class employment opportunities.



Direct access, via the MSEP Career Portal, to a million-member talent pool of skilled, loyal and adaptable future employees with global perspectives and the personal fulfillment of supporting our military community, makes participation in MSEP a unique and rewarding experience.

By hiring military spouses, your company expresses its support of the 1 percent of Americans who serve in the armed forces. Military spouse employment also opens up your company to the “military network” with access to its skilled and diverse labor force.

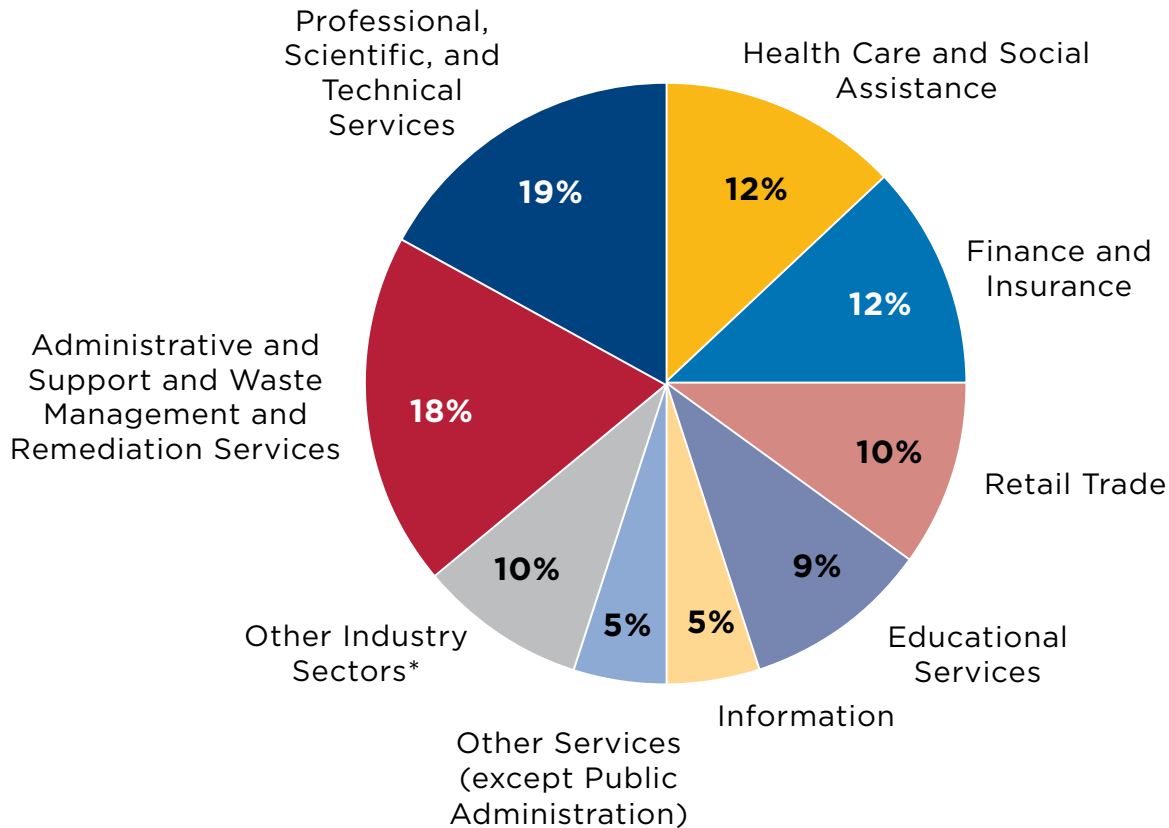
As a partner, you are part of something larger than MSEP — the Spouse Education and Career Opportunities program, which supports the career progression of military spouses through the four lifecycle stages:

- Career Exploration
- Education, Training and Licensing
- Employment Readiness
- Career Connections

**More than
240
MSEP
partners**



18 Industry Sectors Represented



*Other Industry Sectors include: Management of Companies and Enterprises (<1), Mining, Quarrying, and Oil and Gas Extraction (<1), Public Administration (<1), Wholesale Trade (<1), Arts, Entertainment, and Recreation (<1), Real Estate and Rental and Leasing (<1), Utilities (<1), Transportation and Warehousing (2), Accommodation and Food Services (2), Manufacturing (2)

25

MSEP partners in the Top 100 of the 2014 Fortune 500 List

18

MSEP partners made FORTUNE's 2014 List of 100 Best Companies to Work For

18

MSEP partners in the Top 25 of the 100 Military Spouse Friendly Employers List

11

MSEP partners ranked in the top 50 of the World's Most Admired Companies

“I absolutely love the culture and the groundwork that Volt has laid for me to be successful. I know that my team members and my directors all want me to be successful and work with me to ensure that it happens. I know that there is a tremendous amount of growth available to me, and I know that there are other locations across the country so that if my husband gets orders, I will have a very good chance of continuing my career with Volt.”

Marine Corps spouse working for an MSEP partner

Community Development

The MSEP partners are critical to the success and longevity of the partnership. In addition to your efforts to reduce the military spouse unemployment rate by recruiting, hiring and retaining military spouses, MSEP partners play an active role in MSEP strategic planning through executive-level working groups and planning sessions.

- 1 **Strategic Organization, Partner Development and Mentoring Working Group**
- 2 **Strategic Communications Working Group**
- 3 **Portal Technology and Reporting Working Group**
- 4 **MSEP Event Planning Working Group**

The MSEP partners also engage in community-based initiatives such as:

highlights issues of special importance to military families, including the areas of employment, education and wellness.

In the area of employment, the Joining Forces initiative focuses on the following:

- Highlighting the workforce potential of veterans and military spouses
- Expanding employment and career development opportunities for veterans and military spouses
- Helping employers create military family-friendly workplaces

The Military Spouse Employment Partnership is a key component of the White House Joining Forces initiative. Through the partnership, employers become part of the larger Joining Forces effort to connect service members, veterans and military spouses with the resources they need to find jobs.



JOINING FORCES

<http://whitehouse.gov/joiningforces>

Joining Forces

Joining Forces is a comprehensive national initiative championed by First Lady Michelle Obama and Dr. Jill Biden, which mobilizes all sectors of society to give service members and their families the support they have earned. In this ongoing effort, Joining Forces

Connecting Communities

The MSEP is built on collaboration among the partners, military installations and the MSEP account manager. Opportunities exist for MSEP partners to network within industry sectors or with other industries to share leading practices, discuss corporate challenges and support the military community. In-person networking opportunities take place at the MSEP Annual Meeting, and partners can leverage their connections with their MSEP account managers to engage in hiring opportunities at installations worldwide.

Connect your community



Case Study: Collaboration

Challenge: In April 2013, MSEP partner Etech Global Services needed to hire German and French work-from-home translators.

Connection: Etech Global's vice president of human resources contacted the MSEP account manager to ask for help. MSEP pushed the job announcement to all MSEP account managers, who then forwarded the job announcement to installations worldwide.

Solution: As a result, MSEP provided Etech with more than 60 applications, from which they chose five perfectly suited candidates to fill the translator positions. This entire process was completed in less than one week. Etech stated that when phase two of their program is implemented, they plan to turn to MSEP once again for their assistance in hiring highly skilled military spouses to work for their organization.

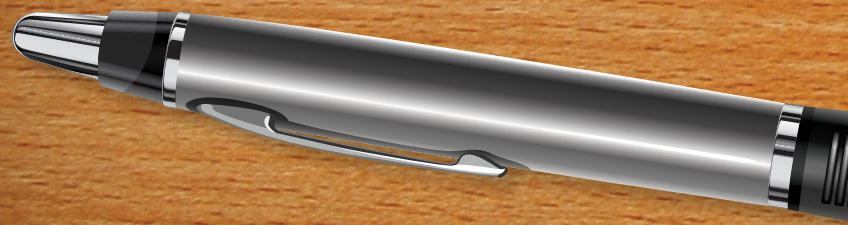
“I never could have imagined that I would secure a career-relevant position while being stationed with my active-duty husband overseas, but I did.

And not only did I secure that position but I was also given the opportunity to broaden my skills across disciplines while supporting the contracts across Europe. As my husband’s tour was nearing its end in Germany, CSC’s military spouse ambassador reached out to me to determine where I would be moving and assisted with putting me in contact with some hiring managers and recruiters in the area. It was because of this support that I celebrated my third anniversary with CSC this past May!”

Navy reserve spouse working for an MSEP partner

“It is an honor, and Hyatt is proud to support the spouses who stand behind those supporting and protecting our country. Our partnership with MSEP allows Hyatt opportunities to easily share career options and provides a connecting point for potential talent for the company.”

Kristy Seidel, SPHR director
Acquisitions for Hyatt Hotels Corporation



Future Community

Commitment embodies the spirit of the U.S. military. Every soldier, Marine, sailor and airman exemplifies commitment every hour of every day. These commitments may take them anywhere in the world with little to no notice, away from home, away from families and friends and away from stability.

The military family shares this commitment, supporting their service member wherever he or she may be in the world, enduring numerous moves, school changes and a variety of other challenges that make up life in the military.

The Department of Defense and the companies and organizations of the Military Spouse Employment Partnership also share a commitment. We are committed to providing opportunities for military spouses to begin and sustain a career throughout their mobile military life. We thank our enduring partners and our new partners for recognizing the strong and adaptable skill sets military spouses bring to bear. We ask that you continue your commitment to hiring and help spread the word about the tremendous value of military spouses in the workforce.

Eddy Mentzer, program manager
Spouse Education and Career Opportunities
Office of the Deputy Assistant Secretary of Defense
(Military Community and Family Policy)



*Hiring Our Heroes
Hiring Fair*

Special
thanks
to **MSEP**
partners
who
support
the future
of MSEP
military
spouses.

1-800-Flowers
24 Hour Fitness
3M Company
AcademyWomen
Acosta Sales and Marketing —
Military Division
ACT•1 Group of Companies
Adecco USA
ADP
Agility Marketing
AloriCares, a division of Alorica
Amazon.com Inc.
American Freedom Foundation
American Health Connection
American Hospital Service Group
LLC
American Red Cross
American Support LLC
Andrews Federal Credit Union
Anglicotech LLC
AOL Inc.
Apex Systems Inc.
Apogee Solutions Inc.
Apollo Education Group/
University of Phoenix
Arise Virtual Solutions Inc.
Armed Forces Bank

Armed Forces Services Corporation
Army & Air Force Exchange Service
Army Career & Alumni Program
Army Civilian Service
Association of Military
Banks of America
Association of the United
States Army
Asurion
AT&T
Avening Management and Technical
Services LLC
Aviall, A Boeing Company
Bank of America
BDS Marketing Inc.
Benefit Recovery
Black & Veatch
Blackboard
Blackstone Career Institute
Blue Star Families
Blue Water Media
Booz Allen Hamilton Inc.
Bozzuto Group
Bradley-Morris Inc.
Bright Horizons Family Solutions
Business and Professional
Women's Foundation
CACI International Inc.

Care.com Inc.
 Career Step LLC
 Central Texas College
 Cha Cha Search Inc.
 Chi-Chack LLC
 Citi
 Clear Channel Media
 and Entertainment
 Coca-Cola North Refreshments
 Columbia Southern Education
 Group
 Commander, Navy
 Installations Command
 Community Partnership for
 Child Development
 Convergys
 CPS Professional Services LLC
 CRAssociates Inc.
 CSC (Computer Sciences
 Corporation)
 Cubic Corporation
 CVS Caremark
 DaVita Inc.
 Decypher Technologies Ltd.
 Defense Commissary Agency
 Dell Inc.
 Devon Energy Corporation
 DialAmerica

DIRECTV
 Dish Network LLC
 DoDEA
 Dominion
 Eagle Systems, A Columbia
 Group Company
 East Carolina University
 Easter Seals — Vet Staffing Network
 Education Corporation of America
 Elbit Systems of America
 EMC²
 Emergent Contact Solutions LLC
 Encore Medical Staffing Inc.
 ePath Learning Inc.
 Etech Global Services
 EURPAC Service Inc.
 Exelis Inc.
 Expert Global Solutions Inc.
 Express Employment Professionals
 Express-Scripts
 FDR Inc.
 Fidelity Life and Health
 Fireside Partners LLC
 First Data
 FIS
 Fort Hood National Bank
 Fort Sill National Bank

Foster Web Marketing
 Frontier Communications
 GBX Consultants Inc.
 GEICO
 General Dynamics
 Gentile and Associates Inc.
 George Mason University
 Global Dynamics LLC
 Goodwill Industries International Inc.
 Greenback Expat Tax Services
 H & R Block
 H2 Performance Consulting
 HCA, Hospital Corporation of
 America
 Health Net Inc.
 Heritage Bank
 HGS
 Hilton Worldwide
 Hitachi Consulting Corporation
 Homeland Security Solutions Inc.
 Humana
 Hyatt Hotels Corporation
 ICF International Inc.
 ID.me
 In Gear Career
 Inova Healthcare
 Insignia Federal

Integrated Communication
Solutions Inc.
Intuitive Research and
Technology Corporation
Inverness Technologies Inc.
J&A Marketing
Jackson Hewitt Tax Service
Johns Hopkins Hospital
Johnson Controls
JPMorgan Chase & Co.
Kangaroo Express
Kelly Services Inc.
kgb
KinderJam
Korea Chamber of Commerce
and Industry
Kraft Foods Group Inc.
L-3 National Security Solutions
La Quinta Inns and Suites
Language Directions
Leidos
Liberating Career Solutions
Lockheed Martin
Locum Inc./Medstaff
Lowe's Companies Inc.
Luke & Associates Inc.
M.C. Dean Inc.

Mail Centers Plus LLC
Management and Training
Consultants Inc.
ManpowerGroup
ManTech International Corporation
Marcone Supply
Marine Corps Community Services
McDonald's Corporation
McKeeson Corporation
MetLife
Microsoft
Mid-Atlantic Higher Education
Recruitment Consortium
Military Child Education Coalition
Military Education Program of
Vincennes University
Military Officers Association of
America
Military Sales & Service Co.
Military Spouse Corporate
Career Network
Military Spouse Foundation
Military Spouse JD Network
MilitaryOneClick
Mom Corps
Mondelez International
MyMilitarySavings.Com Inc.
National Military Family Association

Navigon Financial Group Inc.
Navy Exchange Service Command
Navy Federal Credit Union
Navy League of the United States
Northrop Grumman Corporation
OMV Medical Inc.
Peak Employment Solutions
Pearl Interactive Network
Pentagon Federal Credit Union
PricewaterhouseCoopers LLP
Prosperity America Inc.
ProTrain LLC
QCSS Inc. — Quality Customer
Services & Sales
Quality Contact Solutions
Quicken Loans
ResCare Inc.
RGB Group Inc.
RGIS LLC
Robert Half Inc.
Rollins Inc.
Rubio's Restaurants Inc.
S&P Data LLC
Safeway Inc.
Sears Holdings Corporation
Sedgwick Claims Management
Services Inc.

Service Credit Union
Signal 88 Security
Sittercity
Skyline Ultd Inc.
SMITH/Associates
Social Security Administration
Southern Company
Starbucks
Sterling Medical Corporation
STG International Inc.
Strategic Resources Inc.
Strategic Staffing Solutions
Sutherland Global Services
Sykes Enterprises Incorporated
Synovus
Talent Curve
TASC
TCF Financial Corporation
TeleTech
TerraHealth Inc.
The Bowen Group
The Home Depot
The Major Group
The Medical Team
The Ohio State University
Wexner Medical Center
The Rosie Network

The Schwan Food Company
The Timken Company
The TJX Companies Inc.
Thermo Fisher Scientific
Time Warner Cable
Toys R Us Inc.
TriWest Healthcare Alliance
Tutor.com
U-Haul International
U.S. Bank
U.S. Chamber of Commerce
Foundation
U.S. Security Associates
Ultimate Medical Academy
United Rentals
United States Department of the
Air Force
UnitedHealth Group
URS Corporation
USA Cares
USAA
ValueOptions®
Verizon
Veteran Contact Center LLC
Veteran Recruiting Services
Veterans United Home Loans
Victory Media

Volt Workforce Solutions
W.W. Grainger
Walgreens Co.
Wal-Mart
Waste Management Inc.
Wellness Corporate Solutions LLC
Wells Fargo
Werner Enterprises
West Corporation
Western and Southern Life
Wittenberg Weiner Consulting LLC
Woosong University
World Travel Specialists
Xerox
Zeiders Enterprises Inc.
ZIM Integrated Shipping Ltd.



For more information about MSEP, visit <https://msepjobs.militaryonesource.mil>.

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